

LDO & CWO Commissioning Programs Quick Poll Survey/Results

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Overview

- Background
- Objectives
- Methodology
- Demographics
- Results
- Summary
- Recommendations

Background

- Over the past few years, applications have declined for the Limited Duty Officer (LDO) and Chief Warrant Officer (CWO) Commissioning programs:
 - **CNP requested quick poll to better understand reasons Sailors are not applying for these programs**
 - **Sailor input needed to determine awareness and perceptions of the LDO/CWO commissioning programs**
 - **Sailor input needed to determine ways to increase number of applications**

Objectives

- Survey a representative sample of Sailors and CWOs on:
 - LDO/CWO commissioning program awareness
 - Perceptions of LDO/CWO commissioning programs
 - Intentions to apply for the LDO/CWO commissioning programs
 - Effect of proposed incentives on intentions to apply for the LDO/CWO commissioning programs

Methodology

- Poll questions were developed with the assistance of LDO OCM
- Scientific Navy-wide poll deployed
 - Sailors (E5-E9) and CWOs were randomly selected to participate
- Navy Messages were sent to commands requesting that selected personnel complete the poll online
- Commands given one week to complete poll
 - Poll could only be accessed once by those selected using correct usernames/passwords

Demographics

Poll start date: June 21, 2004

Poll end date: June 28, 2004

**Sample: 3,500
Returns: 1,502**

Overall Response Rate: 43%

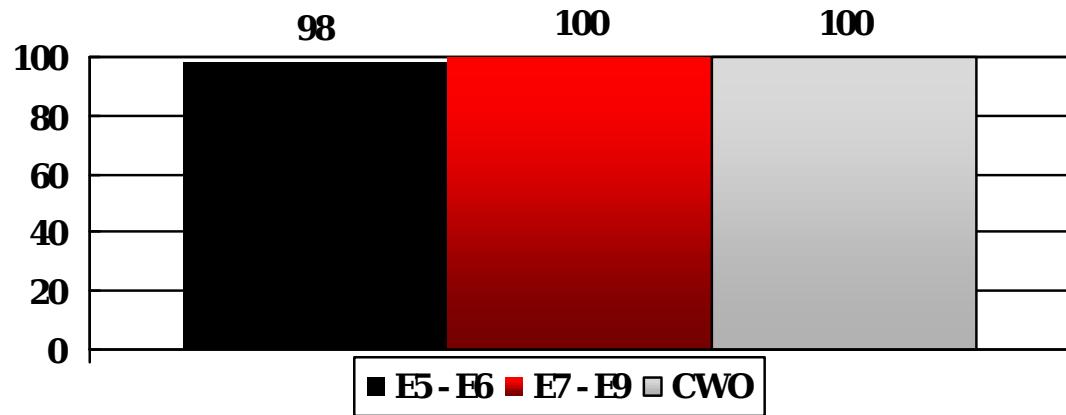
**Results statistically weighted to match E5-E9 and
CWO paygrade distribution of the Navy**

Awareness of LDO/CWO Programs

- While most respondents reported that they had heard of the LDO/CWO commissioning programs prior to taking the poll, mid-grade Enlisted were less aware of the LDO/CWO website.

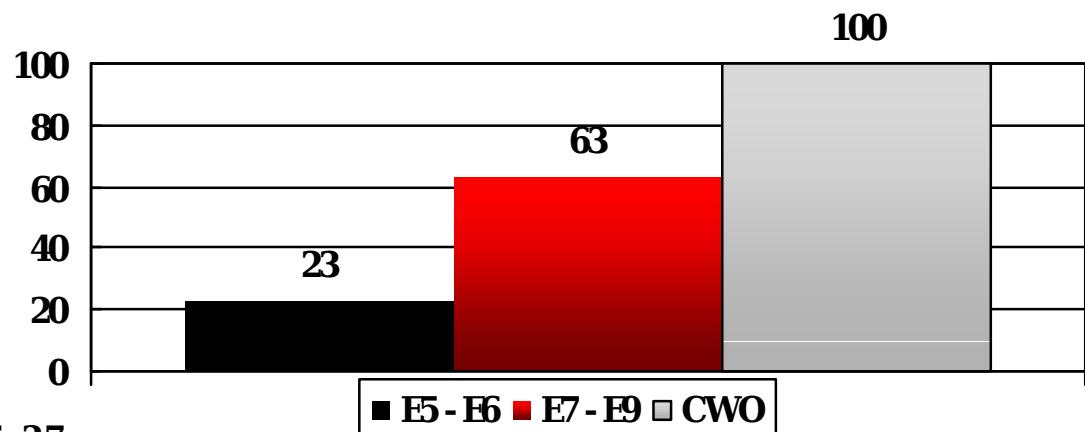
Prior to taking this poll, had you heard of the LDO/CWO programs?

"Yes" responses



Are you aware of LDO/CWO Web Site?

"Yes" responses

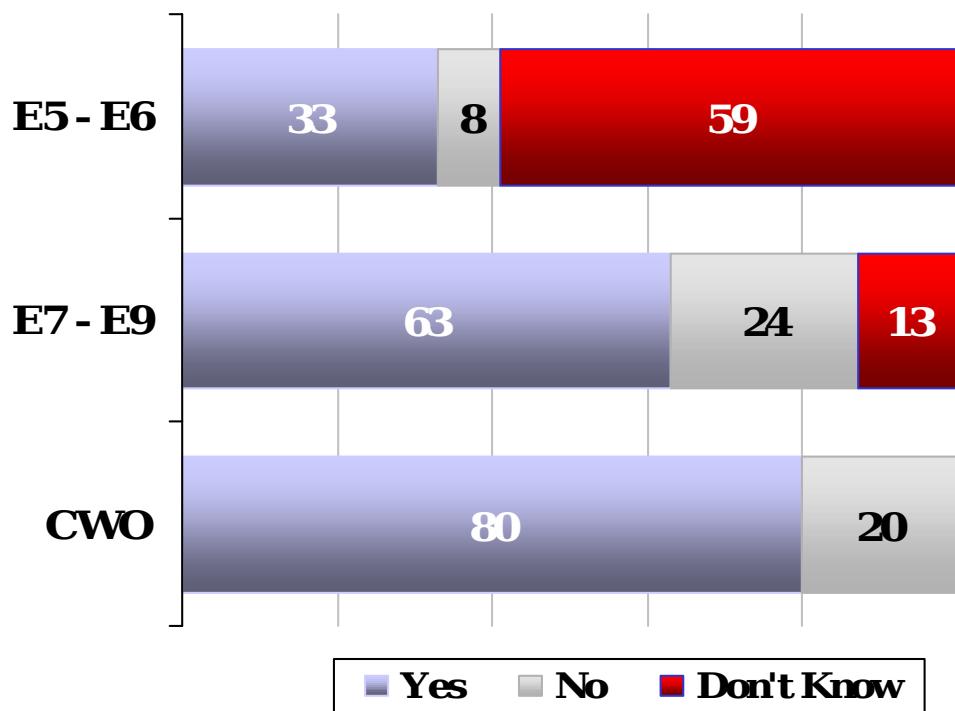


Note: LDO/CWO Poll Questions 7 & 27.

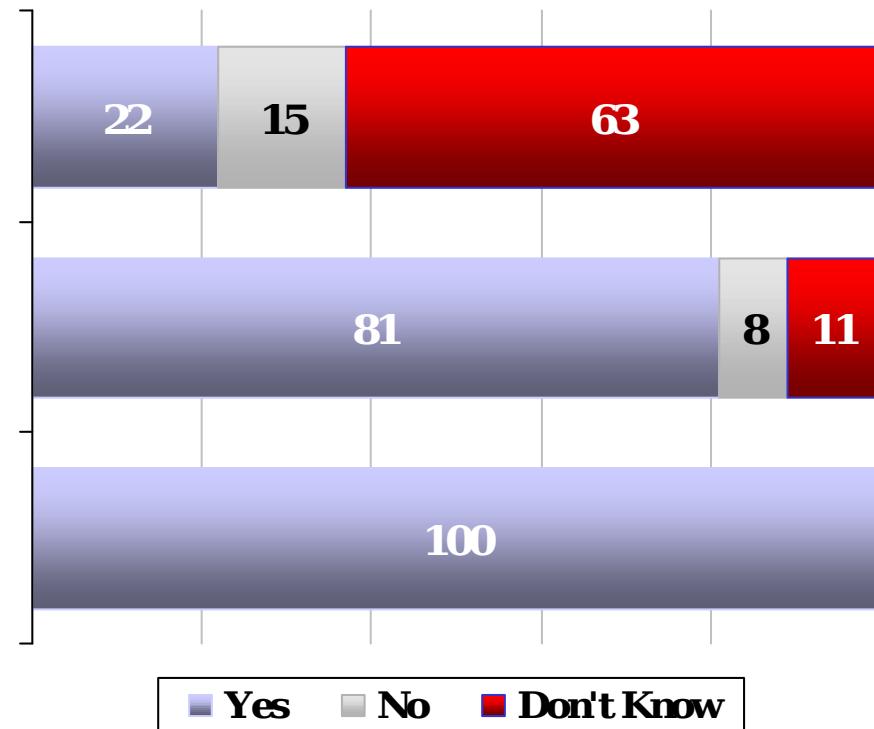
Awareness of LDO/CWO Programs (Cont.)

- Mid-grade Enlisted more likely than Senior Enlisted/CWOs to report that they don't know if they're qualified for LDO/CWO designator.

Are you qualified for an LDO designator?



Are you qualified for a CWO designator?

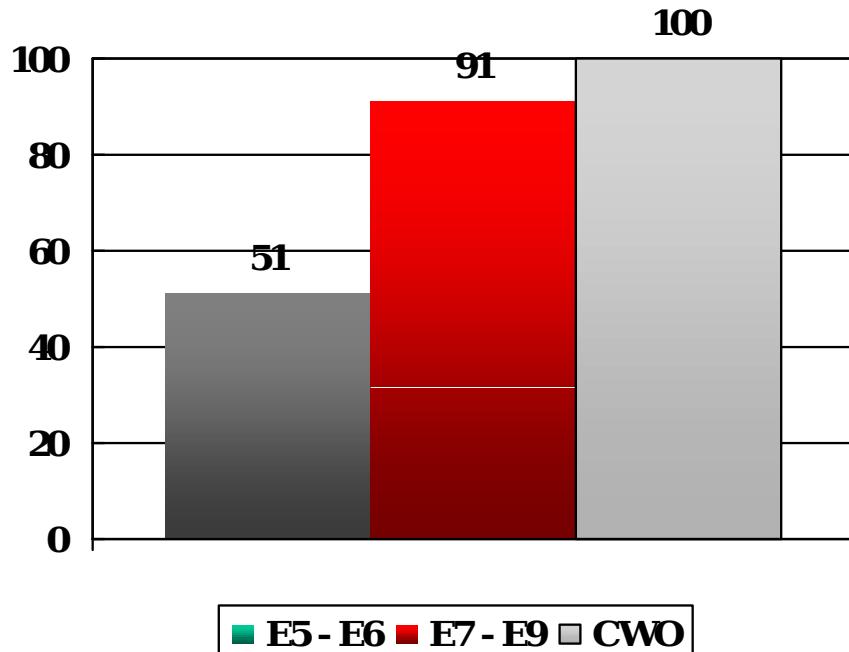


**Note: LDO/CWO Poll Questions
17, 18.**

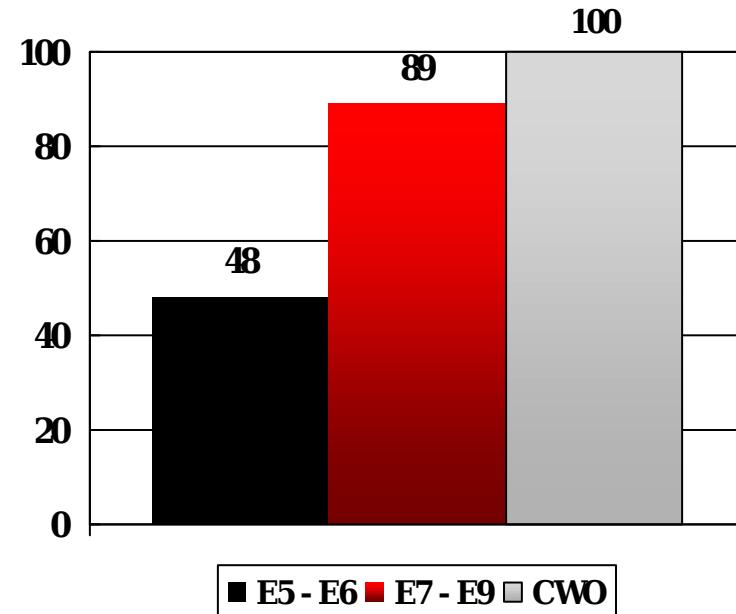
Awareness of LDO/CWO Programs

- Senior Enlisted/CWOs more likely than mid-grade Enlisted to have enough information to make decision to apply for the LDO/CWO programs.

Do you have enough information about the LDO program to make a decision to apply?
"Yes" responses



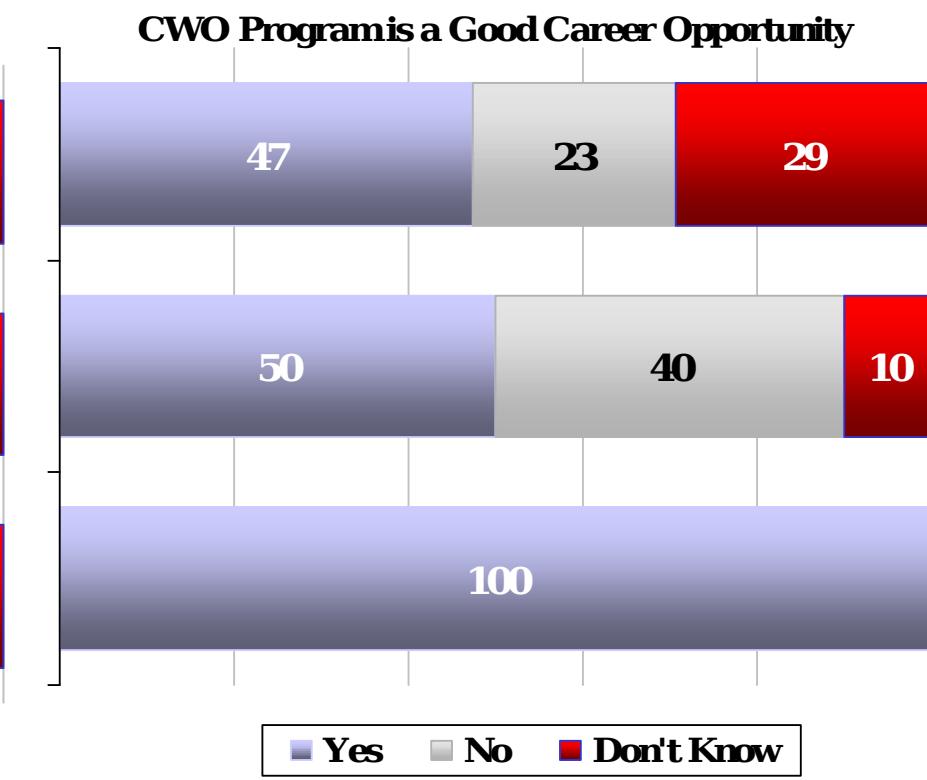
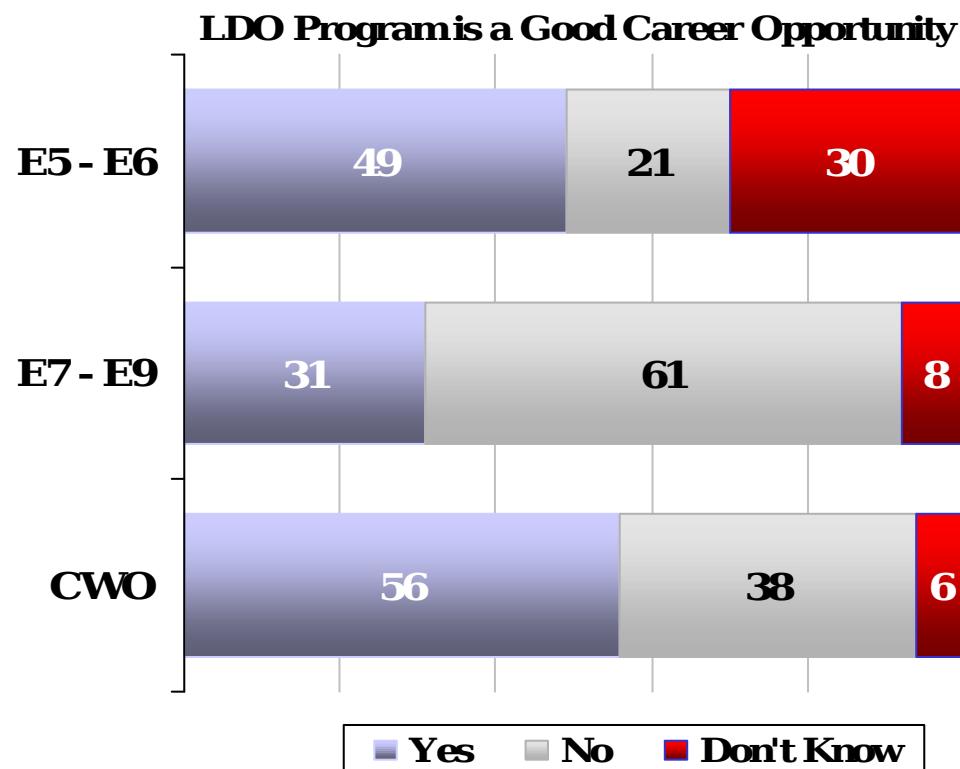
Do you have enough information about the CWO program to make a decision to apply?
"Yes" responses



Note: LDO/CWO Poll Questions 10,11.

Perception of LDO/CWO Programs

- Senior Enlisted less likely to report LDO program as a good career opportunity; half or more view CWO as a good career opportunity.



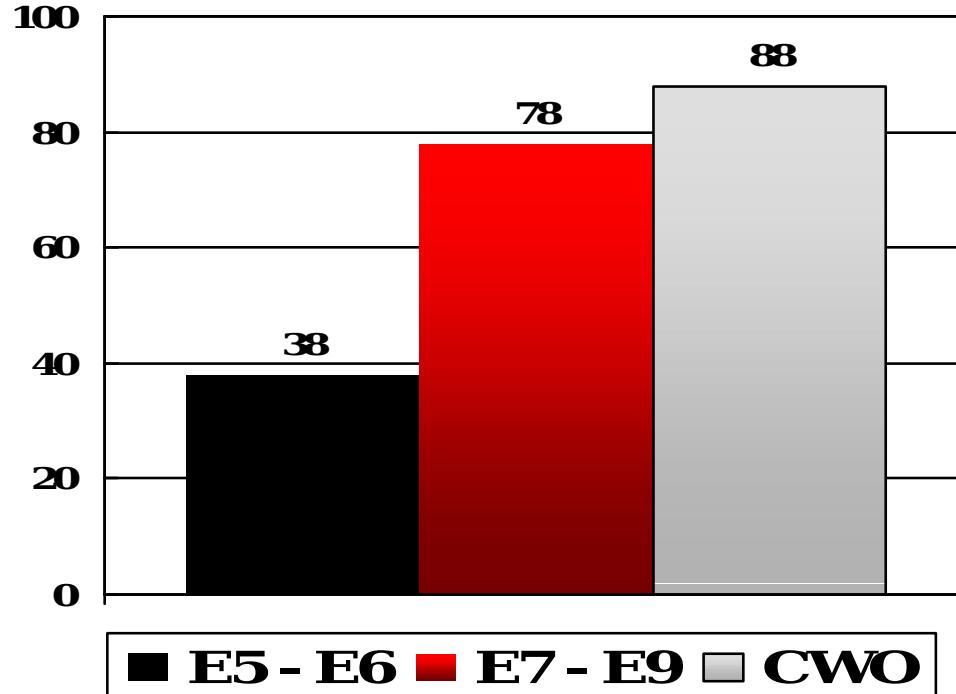
Note: LDO/CWO Poll Questions
12, 13.

Encouragement to Apply for LDO/CWO Programs

Have You Been Counseled to Consider
Career as an LDO/CWO?
"Yes" responses

- Senior Enlisted/CWOs more likely than mid-grade Enlisted to report being encouraged to consider LDO/CWO career.

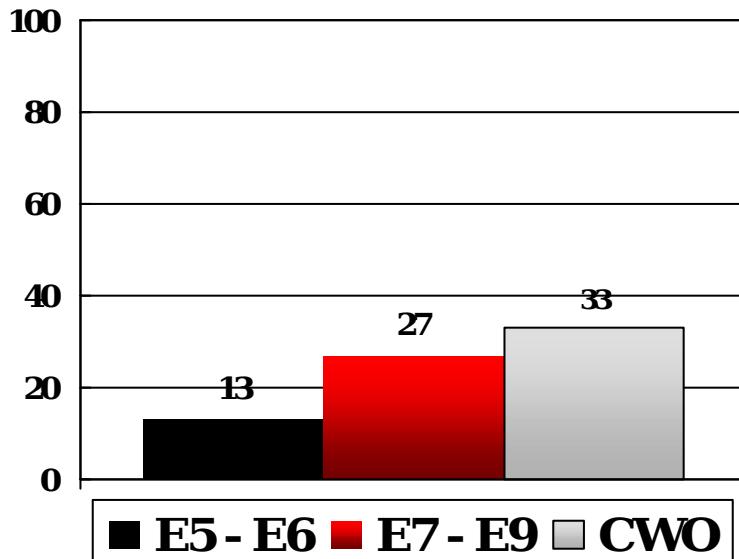
Note: LDO/CWO Poll
Question 14.



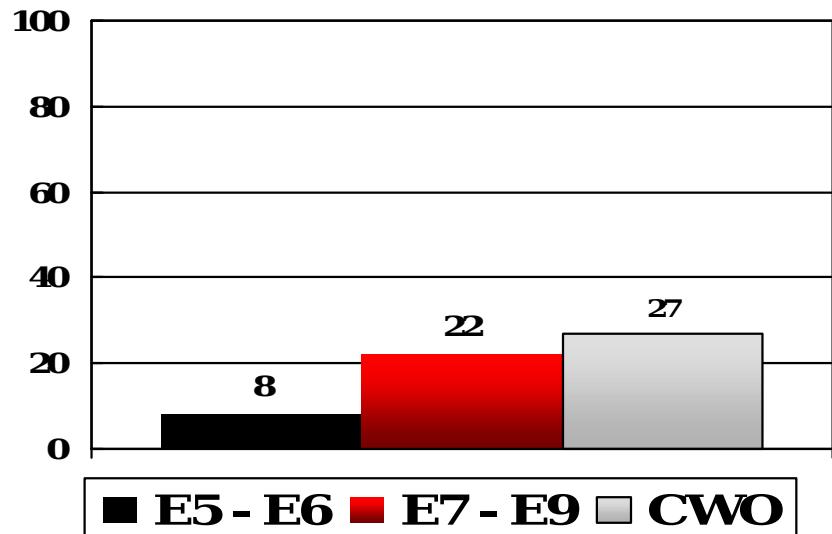
Encouragement to Apply for LDO/CWO Programs (Cont.)

- Few mid-grade Enlisted reported being discouraged from applying to the LDO/CWO programs; close to a quarter or more of Senior Enlisted/CWOs reported discouragement.

Encouraged NOT to Apply for LDO Program by Peer or Supervisor?
"Yes" responses



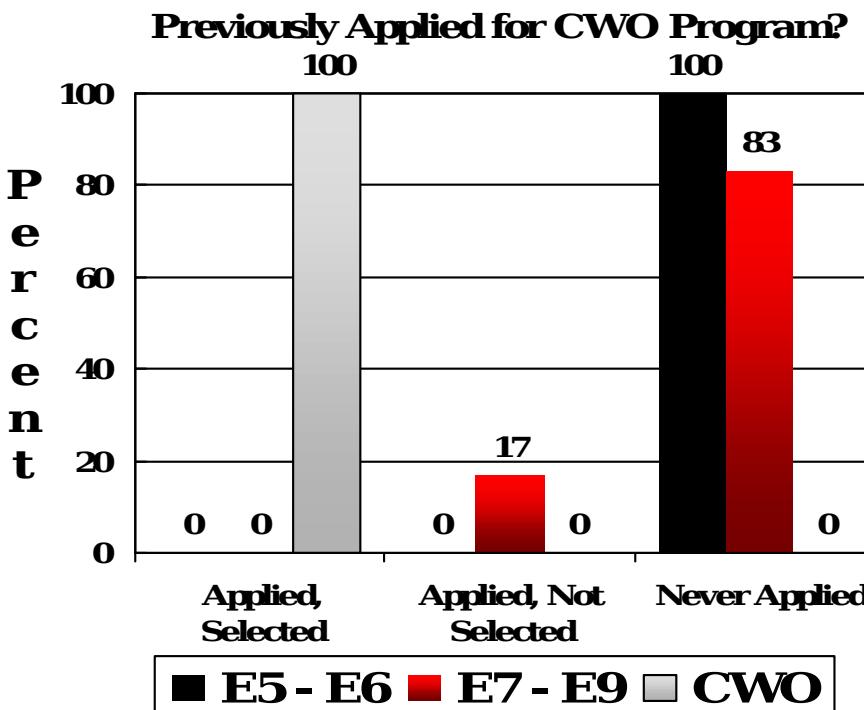
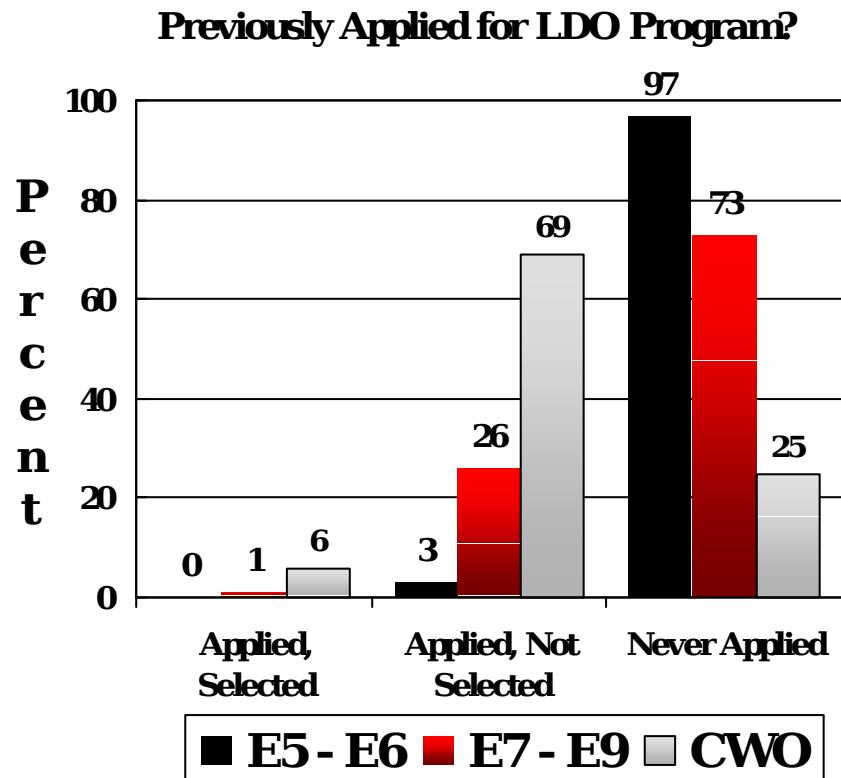
Encouraged NOT to Apply for CWO Program by Peer or Supervisor?
"Yes" responses



Note: LDO/CWO Poll Questions 15, 16.

Previously Applied for LDO/CWO Programs

- One quarter of Sr. Enlisted have previously applied for the LDO program; 17% previously applied for CWO program.



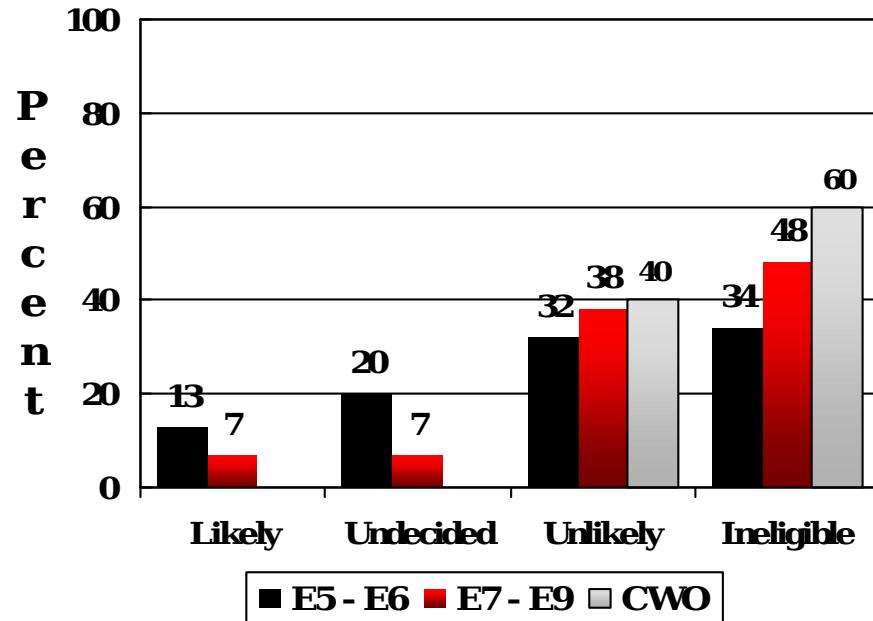
Note: LDO/CWO Poll Questions
19, 21.

Intention to Apply for LDO/CWO

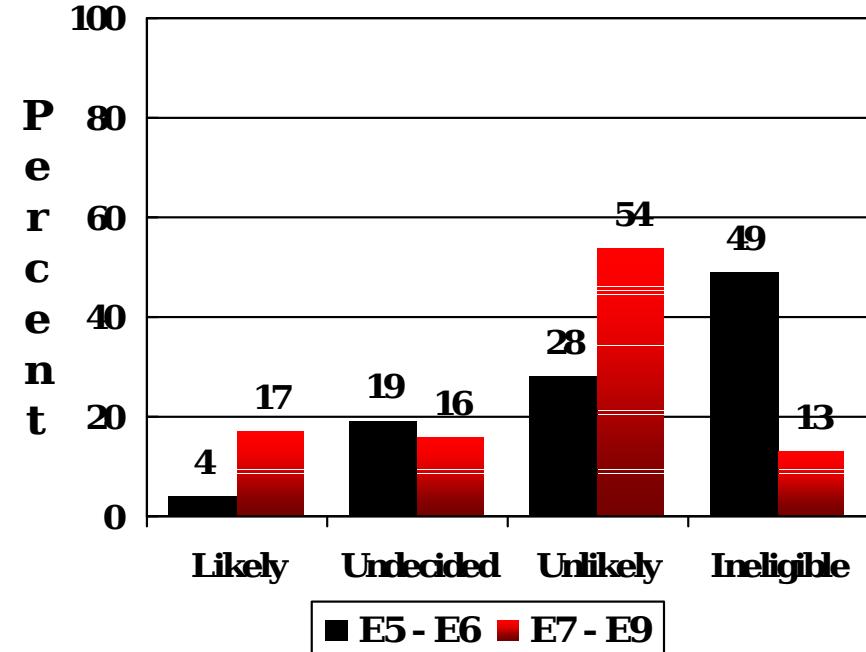
Programs

- Most report being unlikely or ineligible to apply for the LDO/CWO programs in the next 12 months.

Likely to Apply for the LDO Program in the Next 12 Months?

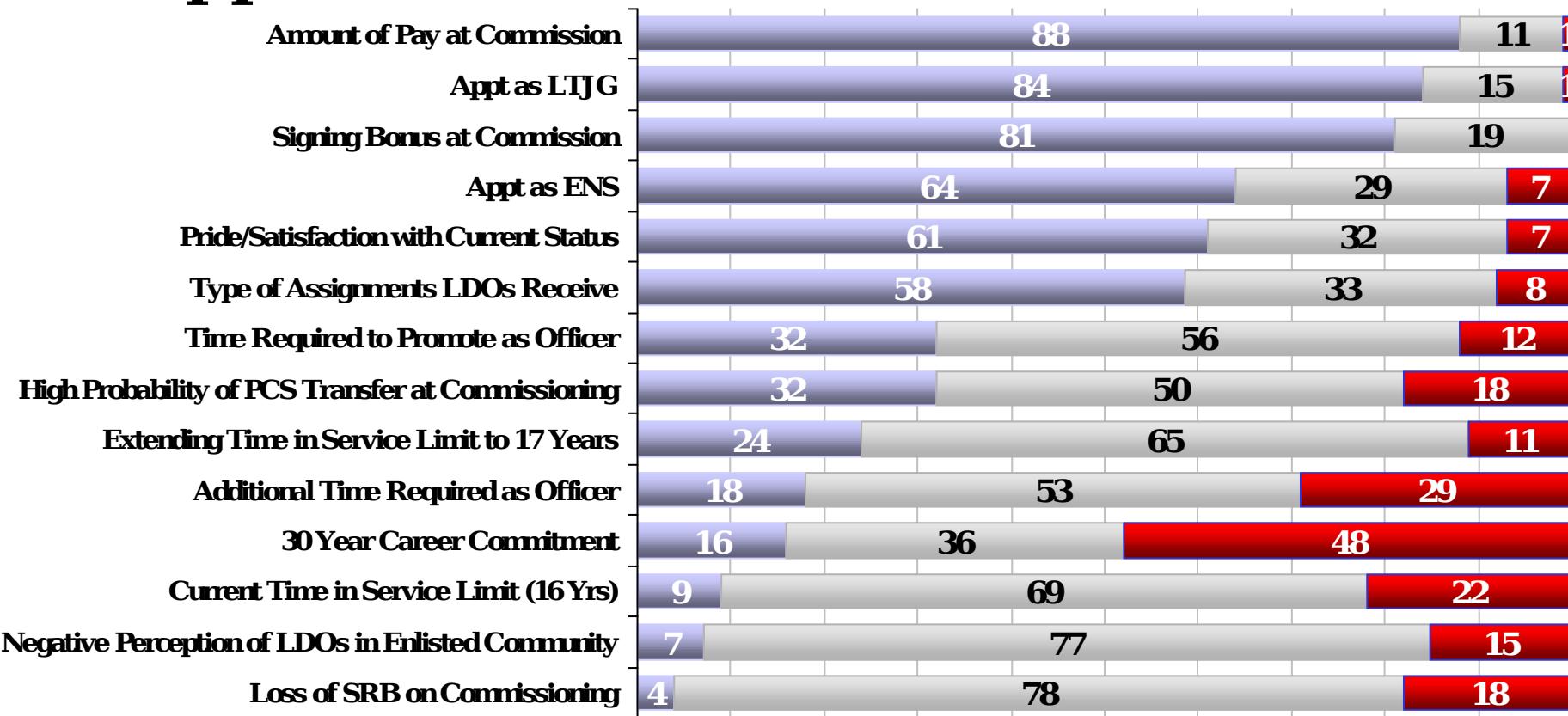


Likely to Apply for the CWO Program in the Next 12 Months?



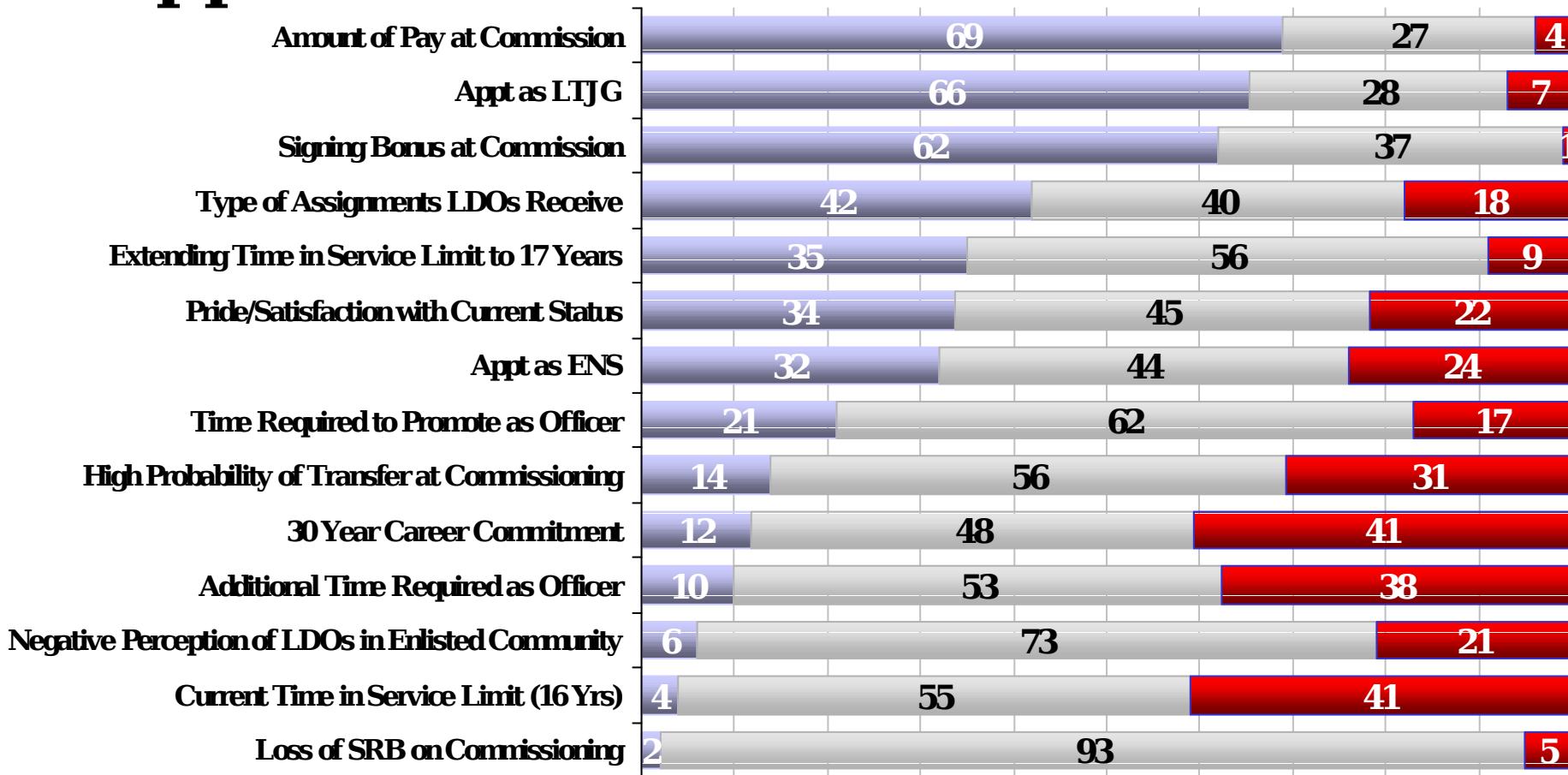
Note: LDO/CWO Poll Questions
19, 21.

Factors Influencing LDO Program Application Decision - E5 - E6



Note: LDO/CWO Poll Questions

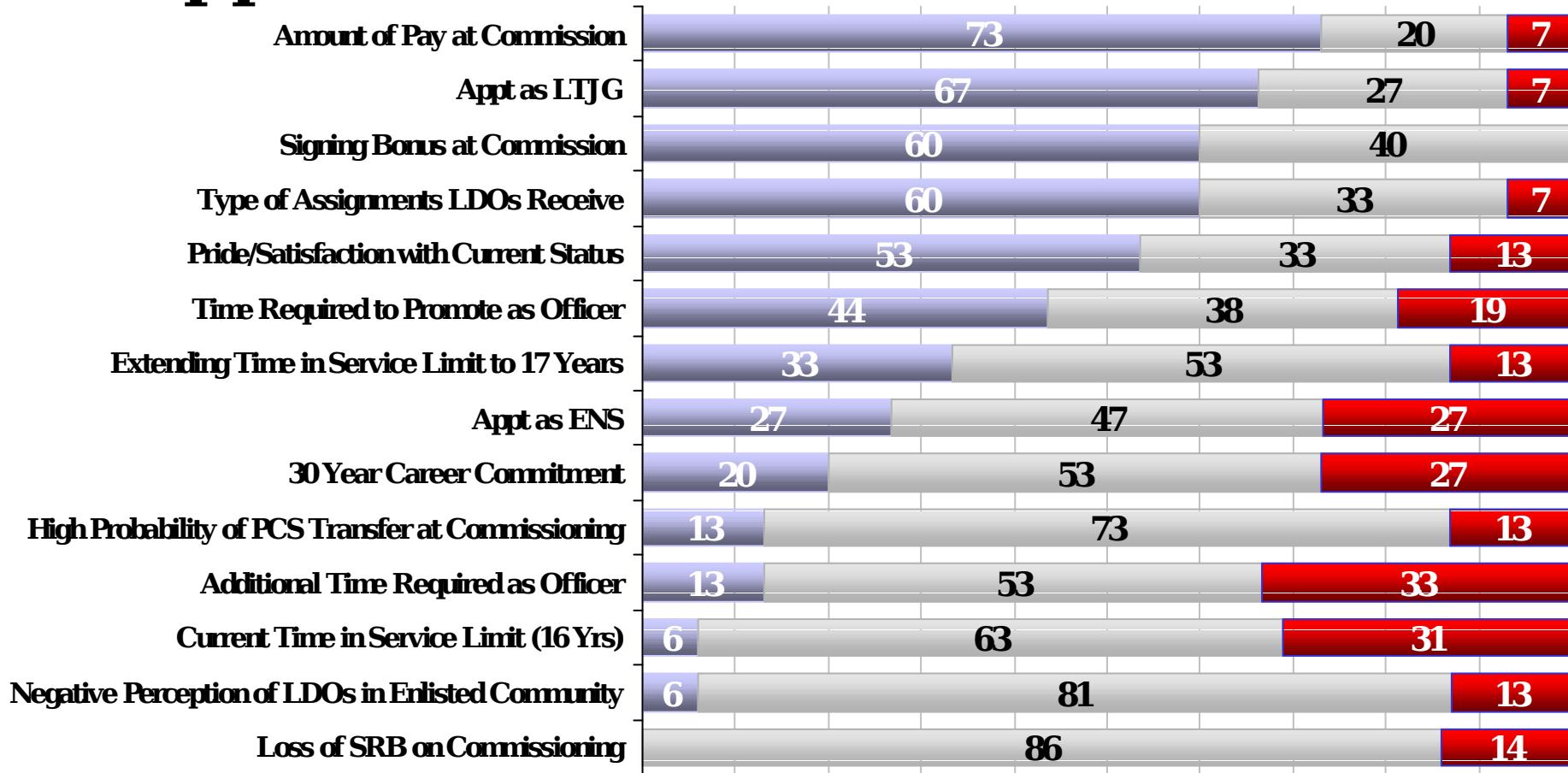
Factors Influencing LDO Program Application Decision - E7 - E9



■ Increase Desire to Apply ■ No Impact ■ Decreases Desire to Apply

Note: LDO/CWO Poll Questions

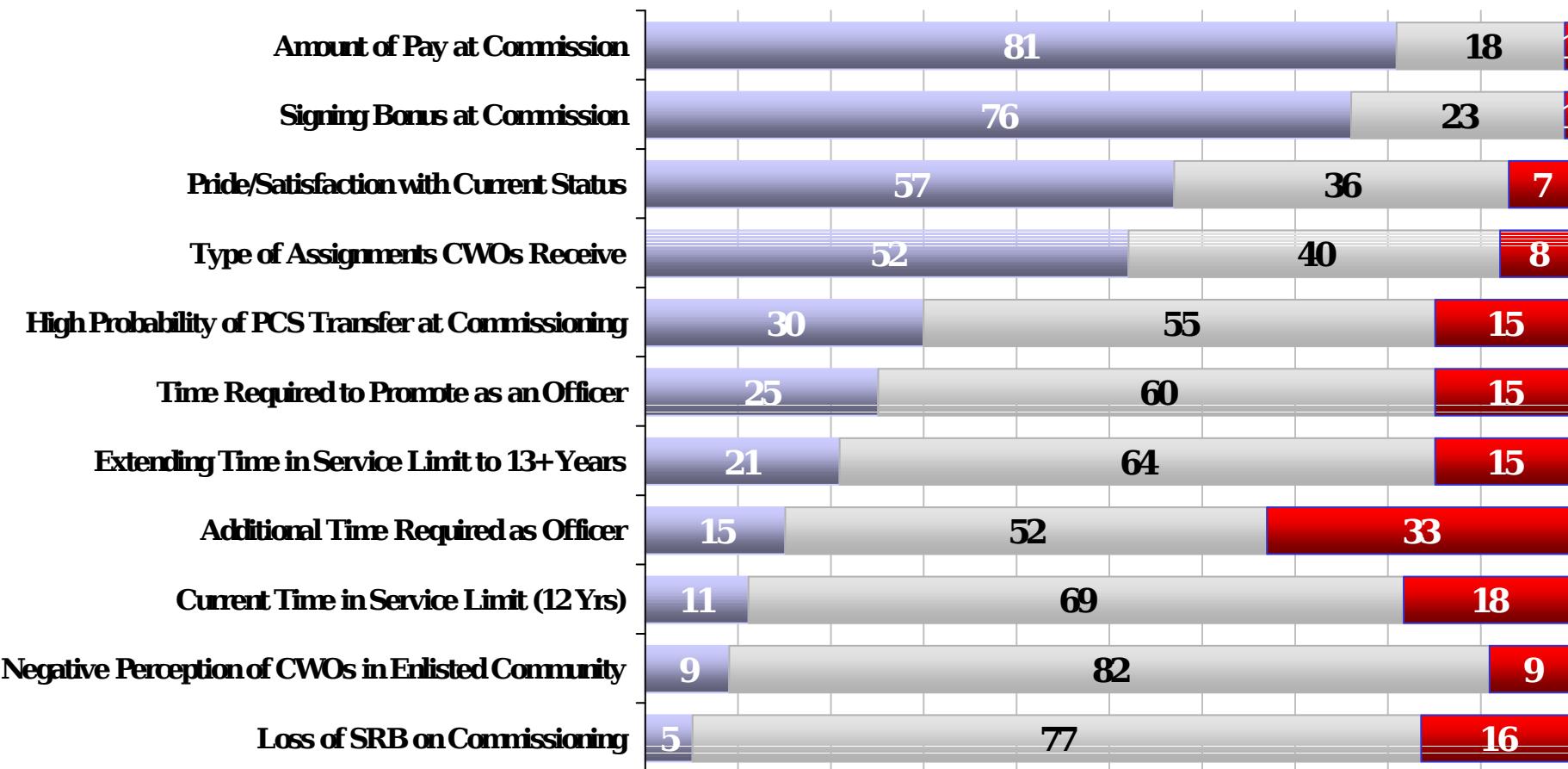
Factors Influencing LDO Program Application Decision - CWOs



■ Increase Desire to Apply ■ No Impact ■ Decreases Desire to Apply

Note: LDO/CWO Poll Questions

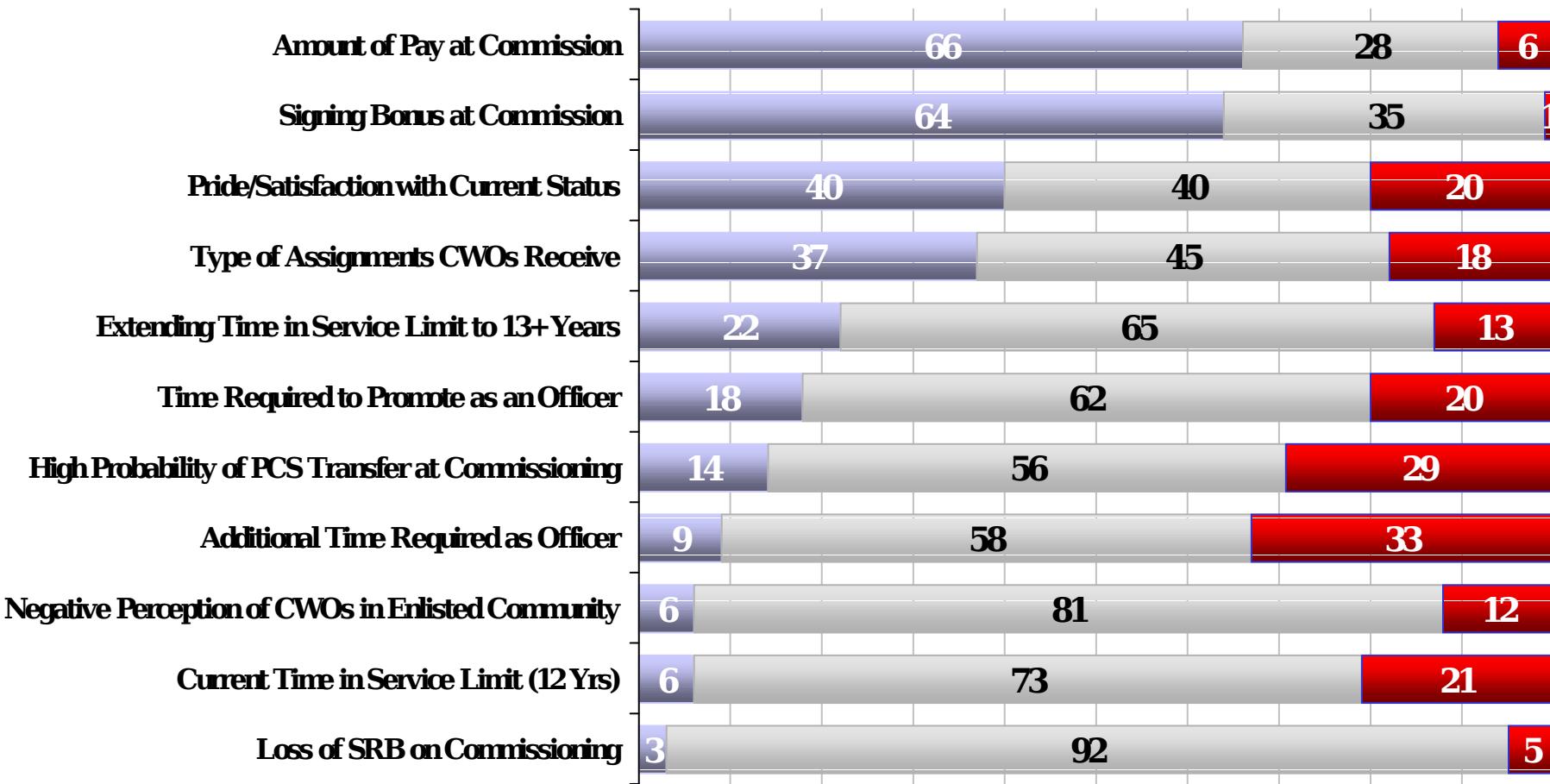
Factors Influencing CWO Program Application Decision - E5 - E6



■ Increase Desire to Apply ■ No Impact ■ Decreases Desire to Apply

Note: LDO/CWO Poll Questions

Factors Influencing CWO Program Application Decision - E7 - E9



■ Increase Desire to Apply ■ No Impact ■ Decreases Desire to Apply

Note: LDO/CWO Poll Questions

Summary

- **Most have heard of the LDO/CWO commissioning programs**
 - Mid-grade Enlisted are less likely than senior Enlisted/CWOs to be aware of the LDO/CWO website, do not have enough information to make a decision about applying for these programs, and indicate that they do not know if they are qualified for a LDO/CWO designator
- **Approximately half of all groups viewed CWO program as a good career opportunity**
 - 1/3 of mid-grade Enlisted reported that they did not know
 - Senior Enlisted are less likely to report LDO program as good career opportunity
- **Majority of senior Enlisted/CWOs have been encouraged to apply for LDO/CWO programs**
 - Few reported being discouraged from applying for these programs
- **One quarter of senior Enlisted have previously applied for the LDO program**
- **Most report that they do not plan to apply for the LDO/CWO programs in the next 12 months**
 - 1/3 of mid-grade and half of senior Enlisted report being ineligible for the LDO program

Summary (Cont.)

- Factors that increased desire to apply for the LDO/CWO programs were:
 - **Amount of pay at commissioning**
 - **Receipt of signing bonus**
 - **Appt as LTJG (for LDO program)**
- Factors that decreased desire to apply for the LDO/CWO programs were:
 - **30 Year Career Commitment**
 - **Additional Time Required as an Officer**
 - **Current Time in Service Limits**

Recommendations

- Increase program awareness throughout the Fleet
 - **Develop flyers/posters and use Navy media to highlight program**
 - **Utilize current LDOs/CWOs**
 - **Host command information meetings on these programs**
- Provide incentives for Sailors to apply to LDO/CWO programs. Two that were highly favored were:
 - **Commissioning LDOs as LTJGs instead of ENS**
 - **Receiving signing bonus for accepting commission**
- Eliminate factors that decrease desire to apply for these programs. If feasible:
 - **Extend current Time in Service Limits for LDO/CWO programs**
 - **Eliminate 30 year career commitment required of LDOs.**